UNITED NATIONS

A

General Assembly

Distr.
GENERAL

A/47/140/Add.2
8 December 1992

ORIGINAL: ENGLISH

Forty-seventh session
Agenda items 109 and 112

JOINT INSPECTION UNIT

PERSONNEL QUESTIONS

Grade overlap

Note by the Secretary-General

Addendum

The Secretary-General has the honour to transmit to the General Assembly the comments of member organizations of the Administrative Committee on Coordination on the report of the Joint Inspection Unit entitled "Grade overlap" (A/47/140).

92-78013 3790d (E) 081292 081292

/...

ANNEX

Comments of the Administrative Committee on Coordination

1. Having considered the report of the Joint Inspection Unit entitled "Grade overlap", the Administrative Committee on Coordination (ACC) concluded that this document contains comprehensive and valuable information on questions related to salary overlap between staff in the General Service and Professional categories at most of the headquarters duty stations. Unfortunately the report does not offer any recommendations as to possible ways to remedy problems generated by this phenomenon.

2. While agreeing that limited salary overlap between most senior grades of the General Service and lower grades of the Professional category is generally acceptable from a point of view of personnel administration, ACC notes that, in some of the headquarters duty stations, especially in Rome and at Geneva, the extent of this overlap reached such a magnitude that it is beginning to create serious managerial problems.

3. By and large, comments on the Joint Inspection Unit report presented by executive heads of other organizations participating in ACC coincided with views of the Secretary-General of the United Nations as contained in document A/47/140/Add.1. Therefore it was considered unnecessary to repeat those common points in the present note. It should be underscored, however, that all organizations were unanimous in pointing out that, if the movement of Professional salaries were not restrained due to margin considerations, the salary overlap existing at certain headquarters duty stations would have remained at an acceptable level. ACC members had further emphasized that this problem should be urgently studied by the International Civil Service Commission with a view to developing on a priority basis recommendations to the General Assembly for appropriate corrective actions.